

## RINGKASAN

Penelitian ini merupakan *explanatory research* dengan pendekatan kuantitatif. Penelitian ini mengambil judul: “Pengaruh *Work-Family Conflict* Terhadap Stres dan *Counterproductive Work Behaviour* Pengelola Kepegawaian di Kementerian Kesehatan Dengan *Locus of Control* Sebagai Pemoderasi”.

Tujuan penelitian ini adalah untuk menganalisis pengaruh *work-family conflict*, baik *work-family conflict (work interfering with family)* maupun *family-work conflict (family interfering with work)* terhadap stres dan *counterproductive work behaviour* Pengelola Kepegawaian, Analisis Kepegawaian dan Analisis SDM Aparatur di lingkungan Kementerian Kesehatan, dengan *locus of control (internal dan external)* sebagai pemoderasi.

Populasi dalam penelitian ini adalah Analisis SDM Aparatur dan Analisis Kepegawaian di lingkungan Kementerian Kesehatan sebanyak 471 orang. Metode pengambilan sampel adalah *purposive sampling* dengan kriteria telah menikah. Berdasarkan total kuesioner yang dibagikan yaitu sebanyak 471, kuesioner yang kembali adalah sebanyak 253, dan yang dapat diolah adalah 237.

Berdasarkan hasil penelitian dan analisis data dengan menggunakan SPSS versi 26, menunjukkan bahwa: (1) *Work-family conflict (work interfering with family)* berpengaruh terhadap stres, namun *family-work conflict (family interfering with work)* tidak ditemukan berpengaruh terhadap stres. (2) *Work-family conflict (work interfering with family)* berpengaruh terhadap *counterproductive work behaviour*, namun *family-work conflict (family interfering with work)* tidak ditemukan berpengaruh terhadap *counterproductive work behaviour*. (3) Stres berpengaruh terhadap *counterproductive work behaviour*. (4) *External locus of control* tidak terbukti memperkuat pengaruh variabel independen terhadap variabel dependen. (5) *Internal locus of control* tidak terbukti memperlemah pengaruh variabel independen terhadap variabel dependen.

Implikasi dari kesimpulan di atas yaitu unit kerja pada Kementerian Kesehatan yang membidangi kepegawaian diharapkan semakin memahami dan memperhatikan faktor psikologis para Pengelola Kepegawaian, Analisis Kepegawaian, dan Analisis SDM Aparatur, karena jabatan tersebut adalah tumpuan berjalannya pengembangan karir seluruh pegawai. Apabila faktor psikologis pegawai dikelola dengan baik, maka meskipun pegawai mengalami konflik dalam pekerjaan maupun keluarga, stres dan terlibat dalam *counterproductive work behaviour* masih dapat dihindari. Pimpinan unit kerja juga diharapkan dapat membantu pegawai dalam meningkatkan *internal* maupun *external locus of control* mereka, sehingga diharapkan dapat meningkatkan motivasi dalam menyelesaikan pekerjaan. Jika *locus of control* dapat ditingkatkan, diharapkan pegawai dapat lebih inovatif dan produktif dalam bekerja.

**Kata Kunci :** *Work-Family Conflict, Stres, Counterproductive Work Behaviour, Pengelola Kepegawaian, Locus of Control*

## **SUMMARY**

*This research is an explanatory research with a quantitative approach. This research takes the title: "The Effect of Work-Family Conflict on Stress and Counterproductive Work Behavior of Personnel Managers at the Ministry of Health with Locus of Control as Moderator".*

*The purpose of this study is to analyze the effect of work-family conflict, both work-family conflict (work interfering with family) and family-work conflict (family interfering with work) on stress and counterproductive work behavior of Personnel Managers, Personnel Analysts and Apparatus HR Analysts environment of the Ministry of Health, with locus of control (internal and external) as moderator.*

*The population in this study were 471 Personnel Analysts and Personnel Analysts in the Ministry of Health. The sampling method was purposive sampling with the criteria being married. Based on the total number of questionnaires distributed as many as 471, 253 returned questionnaires, and 237 that can be processed.*

*Based on the results of research and data analysis using SPSS version 26, it shows that: (1) Work-family conflict (work interfering with family) affects stress, but family-work conflict (family interfering with work) is not found to have an effect on stress. (2) Work-family conflict (work interfering with family) affects counterproductive work behavior, but family-work conflict (family interfering with work) was not found to affect counterproductive work behavior. (3) Stress affects counterproductive work behavior. (4) External locus of control is not proven to strengthen the influence of the independent variable on the dependent variable. (5) Internal locus of control is not proven to weaken the influence of the independent variable on the dependent variable.*

*The implication of the above conclusion is that the work unit at the Ministry of Health in charge of employment is expected to increasingly understand and pay attention to the psychological factors of the Personnel Managers, Staff Analysts and Apparatus HR Analysts, because these positions are the foundation of the career development of all employees. If the psychological factors of employees are managed properly, even though employees experience conflicts in work and in their families, stress and being involved in counterproductive work behavior can still be avoided. Work unit leaders are also expected to assist employees in improving their internal and external locus of control, so that they are expected to increase motivation in completing work. If the locus of control can be improved, it is hoped that employees can be more innovative and productive at work.*

**Keywords:** *Work-Family Conflict, Stress, Counterproductive Work Behavior, Personnel Manager, Locus of Control*